

Application Process

You must successfully complete and / or pass the following steps:

Online Application – You must complete the application online. All required documents must be submitted with your application in order to proceed to the testing phase of the process.

Physical Ability and 1 1/2 Mile Run Testing – Designed to determine the applicant's physical ability to perform specific job-related activities.

- **Physical Ability Test Course:** The applicant must successfully complete a course with obstacles consisting of several job-related functions. The applicant will be required to run, lift, push and pull during the course. The course must be completed in 1 minute and 44 seconds or less, while wearing standard issue soft body armor.
- **1.5-Mile Run:** The applicant must successfully complete the run in 14 minutes and 55 seconds or less.

Written Examination – The applicant must successfully pass the Law Enforcement Aptitude Battery exam, which consists of the following:

- Cognitive Ability Test
- Work Styles Questionnaire
- Life Experience Survey

Post-Job Offer Screening Process – Upon successfully passing the physical ability course, 1.5-mile run and written exam, the applicant will receive an offer of employment on the condition of successfully completing the following:

- Background Investigation
- Polygraph Examination
- Oral Review Board
- Executive Review Board / Final Selection
- Medical Examination
- Drug Screen
- Tobacco Usage Policy – Applicants will be required to sign an acknowledgement as a condition of their initial and continued employment, they will refrain from any on-duty or off-duty use of tobacco products.

Background Investigation – Entails obtaining and verifying information regarding the applicant's prior employment, drug use, references, criminal history, driving record and credit history.

Polygraph Examination – Verifies the information provided by the applicant via their background investigation and Personal History Booklet. Deception noted during the exam, may prevent further processing.

Oral Review Board – Applicants are interviewed by a diverse panel of department personnel to determine their qualifications to become a Police Recruit.

Final Selection of Recruits – The Chief Executive Staff and / or the Chief of Police will make the final decision of the best qualified applicants.